

Policy Subject: Equal Rights for Workers in Outsourced Activities	Policy No.: 17/A. A/2018	Date of last revision: 1/1/2022
Policy Reference: Administrative Affairs	Implementation start date: 1/9/2018	Implementing Body: Human Resources

Policy Overview: This policy demonstrates PAU's commitment to maintain fair labor practices and ensure that workers involved in outsourced activities and receive equitable treatment and protections, in accordance with the standards set for the university's own employees.

Objectives:

1. Ensuring that workers involved in outsourced activities by third-party contractors, vendors, or partners receive fair and equivalent rights and protections as PAU's direct employees.
2. Providing assistance with sources to obtain the best distinctive service from individuals with external experience in various fields, such as marketing, the information technology sector, and others.
3. Alleviating the workload of permanent university employees for some temporary tasks.

Scope: This policy is applicable to all outsourced activities, contracts, and engagements involving third-party entities working on behalf of or in partnership with PAU.

Policy Statements:

1. Palestine Ahliya University provides all departments with the opportunity to select external sources that can be utilized for certain temporary tasks when necessary.

2. Equal opportunity is extended to all external sources, and the final selection is based on achieving the goal with the highest quality, fastest turnaround, and lowest cost.
3. Equal Rights and Protections: PAU ensures that workers engaged in outsourced activities by third- party entities receive fair and equitable treatment and protections, equivalent to those provided to direct PAU employees, as stipulated by applicable labor laws and international standards.
4. Contractual Requirements: All contracts, agreements, or engagements with third- party entities must explicitly incorporate clauses ensuring that worker's rights, encompassing but not limited to wages, working hours, safety standards, and benefits, adhere to the standards established by PAU's policies and local labor laws.
5. Monitoring and Compliance: PAU conducted regular assessments and audits to monitor compliance with this policy. These assessments include site visits, documentation reviews, interviews, or any other appropriate means to ensure the preservation of worker's rights.

Procedures:

1. Prior to engaging third-party entities, PAU conducted due diligence to assess their compliance with labor laws, ethical labor practices, and commitment to providing equivalent rights for workers.
2. Regular communication and training are provided to third-party contractors, vendors, and partners regarding PAU's policies and expectations concerning labor rights and fair treatment of workers.

3. Reporting and Action: Any observed or reported violations of workers' rights by third-party entities engaged with PAU should be promptly reported through designated channels.
4. PAU investigates reported cases of non-compliance and takes corrective actions, which may include amending contracts, providing additional training, or terminating partnerships with persistent violators.
5. Review and Revision: This policy will undergo periodic reviews to ensure its effectiveness, relevance, and alignment with evolving labor standards and best practices.
6. Necessary revisions and enhancements will be implemented to address any emerging risks and continuously improve the assurance of equivalent rights for workers engaged in outsourced activities.

Issued by the Policies and Procedures Committee pursuant to Resolution No. () for the academic year 2023/2024, Reference No.: //RC/2023.